GrummanWorld

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And The Joint STARS Winner Is... Grumman!

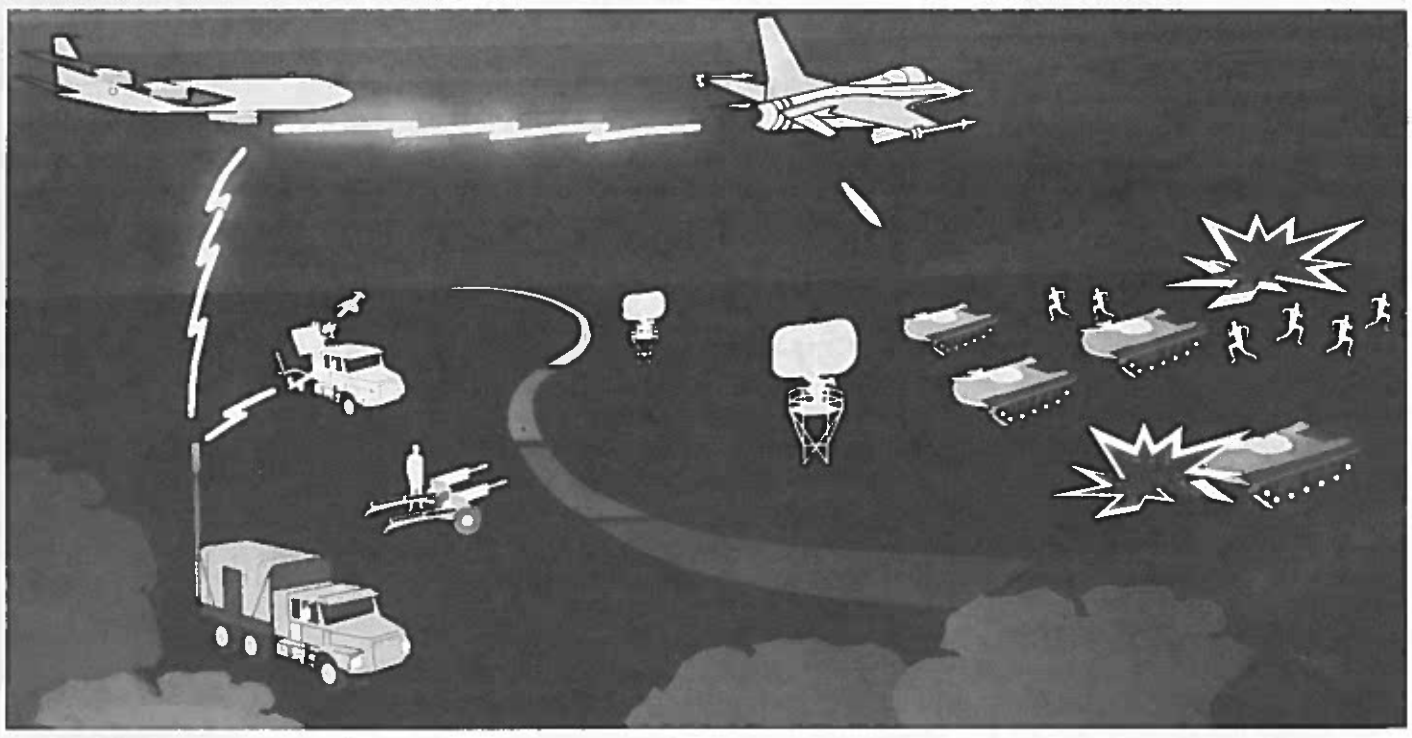
On September 27, Grumman won its biggest Air Force contract in company history. The Air Force selected Grumman as prime contractor for the Joint Surveillance Target Attack Radar System (Joint STARS), a system to be developed for the U.S. Army and the Air Force. The contract is worth $657 million.

In making the announcement, Grumman President George Skurla stated that "this win firmly establishes Grumman as a major Air Force system supplier. Beating out two of the best systems houses in the business, Hughes and Westinghouse, is a great accomplishment. This is a major threshold for the Grumman organization."

While the contract is with the Air Force's Electronic Systems Division (ESD), it is being funded jointly by the Army and the Air Force. It is the largest development contract ever awarded by ESD.

The new airborne surveillance system will detect and locate ground targets and guide aircraft and missiles against enemy armored and support forces. Its missions will be to support both the Army and Air Force in countering enemy thrusts into friendly countries.

The five-year contract will be handled by a new Grumman operating division called Grumman Melbourne Systems. Al Verderosa is the new division's president. Grumman is teamed with Norden Systems, a United Technologies company headquartered in Norwalk, Connecticut. The Boeing Military Airplane Company of Wichita, Kansas, is a major subcontractor. Joint STARS will fly aboard the C-18 – a modified Boeing 707.



A Promising Alternative. *Carried aloft in a Boeing C-18, Grumman's Joint STARS will detect and track – at long range – the rear line of enemy armor formations. This will enable attack planes and both ground- and air-launched missiles to accurately pinpoint targets.*

"This job is a natural for Grumman," said Verderosa. "Grumman has a superb reputation in systems engineering, in software, and in testing – and as system integrators. It takes a long time for an airframe to become obsolete, but electronics are always changing. Integrating the latest in electronics into airframes is our specialty. Joint STARS is a logical progression."

Next year, the new division will move to Melbourne, Florida, where a $20-million Grumman plant is being built adjacent to the Regional Airport.

(Continued on page 4)

Joe Gavin Retires After Illustrious 39-Year Career

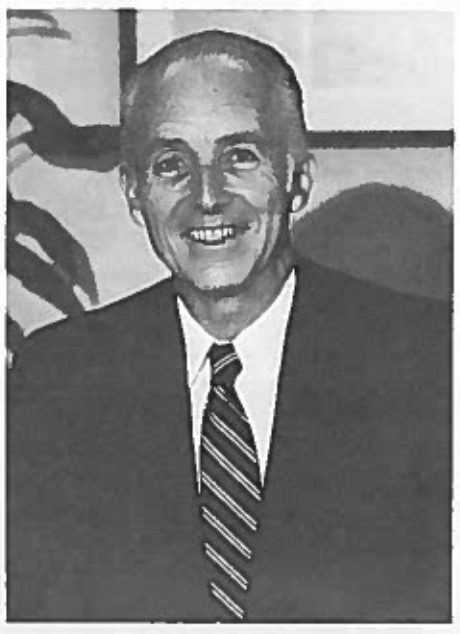
On September 30, former Grumman President Joe Gavin retired from the company after a distinguished 39-year career. He will continue to serve the company as a senior management consultant.

Earlier this year, Gavin stepped down as president to become chairman of Grumman's Executive Committee, and oversee the reorganization of the company. He had been president of Grumman Corporation since 1976.

When Gavin began his engineering studies at Massachusetts Institute of Technology in the late 1930s, biplanes were still the rage. Since then, aeronautics has raced forward at a dazzling speed and Gavin has moved right along with it.

After receiving both his bachelor's and master's degrees in aeronautical engineering from M.I.T. in 1942, Gavin served in the U.S. Navy as a jet fighter project officer in the Bureau of Aeronautics.

Upon leaving the service in 1946, Gavin joined Grumman as a design engineer on the XF9F-2 Panther, the company's first operational jet. He later served as project engineer on the F9F-6 Cougar and F11F-1 Tiger programs. In the late Fifties, he moved into the missile and space field as chief experimental project engineer and chief missile and space engineer.



Joe Gavin

When Grumman won the Lunar Module contract in November 1962, Gavin was elected vice president and director of the Lunar Module Program. He successfully steered the program through six manned lunar landings. In 1968, he took on greater responsibility when he was named director of space programs.

Elected a director of Grumman Aerospace in May 1969, Gavin was promoted to senior vice president in February 1970. Two years later, he was elected president of Grumman Aerospace, and the following year, chairman of the Grumman Aerospace board. On January 1, 1976, the Grumman board of directors named him president of the parent company.

Throughout his career, Gavin has been honored on numerous occasions for his contributions to aerospace technology. The Aerospace Educational Council named him their man of the year in 1968. He received the Leadership Award for Management from C. W. Post College of Long Island University in 1969.

In 1971, the National Aeronautics and Space Administration awarded Gavin its Distinguished Public Service Medal for his contributions "as the leader and representative of the Lunar Module team at Grumman Aerospace Corporation . . . which made possible the successful use of the Lunar Module as a rescue vehicle for the safe return to earth of the Apollo crew."

In the spring of 1974, he was elected to the National Academy of Engineering for his leadership in the design and production of the Apollo Lunar Module. He received the Long Island Technology Leadership Award in 1979 from Polytechnic Institute of New York. The Tuskegee Airmen honored Gavin with its Distinguished Service Award for Business and Industry in 1983. ■

What's Inside

Electronics Systems Gets Big Hardware Order: 41 RADCOMs For U.S. Navy - Page 2

Egyptian Air Force Accepts First Of Five Hawkeyes - Page 2

New Big Apple Convention Center Taps GDS Talent Again - Page 3

Smile! NY License Mug Shots Now Being Taken At Grumman - Page 6

Grumman Launches Nationwide United Way Campaign Oct. 14 - Page 6

Gloria Lands A Few Blows, But Lacks Knockout Punch - Page 7

A Letter From The Chairman - Back Cover

Egypt Gets Its First Airborne Early Warning Outpost

Egyptian Air Force Picks Up First Of Five E-C2 Hawkeyes At Acceptance Ceremony

(Continued from the cover)
any other factor. Without that cooperation, true security in the Middle East is not possible.

"This is a great day for Grumman," Bierwirth continued, "and I look forward to a long period of cooperation with the Egyptian Air Force."

Grumman President George Skurla commented on the E-2C's long, successful evolution since its first flight in 1960.

"That marked the beginning of a unique carrier-based airborne early warning system with a one-of-a-kind defensive electronic platform," Skurla stated. "A system that has the highest operational readiness rate of any carrier aircraft in the U.S. Navy – consistently making well over 90 percent of its scheduled missions."

Skurla also noted that over the next 12 months, 190 Egyptian Air Force people will receive E-2C training in Bethpage. When the plane is delivered to Egypt, about 40 Grummanites will go there to provide technical assistance. "You have my commitment that our in-country support then will be every bit as dedicated as it will be here on Long Island," he stated.

During the ceremony, Aircraft Systems President Renso Caporali, Commodore Gentz, and E-2C Program Vice President Jim Philbin presented the Egyptian general with a ceremonial DD-250. The DD-250 is the certificate of ownership for U.S. Department of Defense aircraft.

Other dignitaries on hand were Gen. Hazem Riad, cdr., EAF Officer Institute; Capt. Harold Seligsen, E-2 program manager, NAVAIR; Gen. Ahmed Shekata, cdr., El Mansura Air Base; Gen. Abd El-Moneim El-Tawil, chief, Armament Department; Gen. Adel El-Geredly, Egyptian program manager, Bethpage; Capt. James Charles, cdr., Naval Plant Representative Office-Bethpage.

Originally, a Grumman pilot was scheduled to do a fly-by in the Egyptian E-2C, but the flight was cancelled due to rain. Undaunted, attendees opened their umbrellas and took a first look at the new aircraft, parked outside the hangar. ■

New Ownership. *General Alaa Barakat (C) accepts certificate of ownership – the DD-250 – from Commodore R.C. Gentz and Aircraft Systems President Renso Caporali.*

Hundredth Hawkeye. *After the ceremony, the rain let up enough for attendees to view the new Egyptian E-2C parked on the runway. Coincidentally, it is the 100th Hawkeye produced by Grumman. Shown above are (L to R) Commodore R.C. Gentz of the Naval Air Systems Command, Grumman President George Skurla, Egyptian Air Force General Alaa Barakat, and Grumman Chairman Jack Bierwirth.*

Navy Orders 41 RADCOM Testers

On September 19, Grumman Electronics Systems Division signed a $90 million contract with the U.S. Navy for 41 RADCOM (Radar Communications) testers. Grumman begins delivering the testers in January 1987; the last RADCOM will be shipped in early 1988.

In addition to the 41 RADCOM testers, the Navy also ordered 20 RADCOM interface units which enable the testers to check out the electronic systems carried by a number of aircraft. In addition, Grumman will deliver 11 universal programming stations which are used to help develop the test program sets. These sets are the computer programs needed to test electronic systems.

Under the contract, Grumman will also supply technical service in the field, training, technical manuals, and spare parts lists.

The Navy has the option to order an additional 30 RADCOMs, 20 interface units, and three universal programming stations.

Like all the members of the CAT family of Grumman computerized automatic testers, RADCOM is modular. Each unit is made from several Grumman-designed and -built modular instruments and some commercially manufactured ones. The modular design allows them to be easily modified to test almost any electronic system in use.

"RADCOM was initially a piece of support equipment for the E-2C," says RADCOM program manager Don McGuckin. It was designed to test the radar and communications equipment aboard the Hawkeye. At the outset of the RADCOM program, Grumman had expected sales to be limited to one tester for each of the Navy's 14 aircraft carriers and several of the naval air stations.

"Now, it's considered the standard radio frequency tester for the Navy," says McGuckin. RADCOM is used to test systems on the all the Navy's Grumman aircraft, the helicopter-based Light Airborne Multipurpose System (LAMPS), and APX-100, a system that distinguishes friendly from enemy aircraft.

Eventually, it will be used to test systems carried by the P-3C Orion, the S-3B Viking antisubmarine warfare aircraft, and the Bell/Boeing V-22 Osprey, as well as the Joint Tactical Information Data System.

McGuckin predicts that eventually all the attack carriers may have at least four and perhaps five RADCOMs. ■

Letters

Dear Grumman World,
Correct me if I'm wrong, but is it customary for a plane captain to stand on an F-14 to check out an EA-6B? [Grumman World, September 27 issue] Or perhaps all that summer heat got to Jim Webb and he staggered onto the wrong plane.
Sincerely,
Craig Langwost
Proposal Operations
Plant 5

No, the heat didn't get to Jim Webb. But we have been catching a lot of heat for that blunder. More than a few sharp-eyed Grummanites noticed that the photo on page 7 of the last issue of Grumman World shows plane captain Jim Webb checking out an F-14 Tomcat. Sorry for the error. Good catch, Craig.

Historic Event. *The Smithsonian's National Air and Space Museum in Washington, D.C., opened its 'Leroy Grumman and the F6F Hellcat' exhibit on October 2. The exhibit features an F6F-3 Hellcat restored by Grumman retirees as well as films on the company founder and the Hellcats' achievements during World War II. On October 1, Mrs. Leroy Grumman and family (above) attended the opening of the exhibit with Grumman Chairman Jack Bierwirth, President George Skurla, retired chairman of the Executive Committee Joe Gavin and other top officials from the company and the Smithsonian.*

Cruisin' In An F-14. *The Grumman F-14 Tomcat has gone Hollywood thanks to 'Top Gun,' a new film starring movie heart-throb Tom Cruise. The film, about pilot trainees for the Navy's elite fighter corps, is scheduled for release next spring. Grumman and the U.S. Navy acted as technical advisors for the movie.*

The Show Will Go On At New Big Apple Center Thanks To GDS System

Grumman Data Systems has won an eight-month, $208,000 contract to develop its telephone interface design for New York State's Jacob K. Javits Convention Center now nearing completion in Manhattan. It is the eighth contract that the Center has awarded Grumman in the past three years.

The interface will connect the telephone network to the computer system, which GDS designed. The telephone system will eventually handle 10,000 phones.

The GDS computer system will be used to make the Center's trade shows and conventions run smoothly. The staff will use it to book events, and then to lay out the 750,000 square feet of space. The system will separate the data for each user at the Center, and then get the bills ready for mailing 12 hours after a show closes.

The Center has also given the division an add-on to the Facility Management contract. The add-on will bring the value of this contract to over $600,000 by its completion in October 1986.

Under this contract, GDS modifies the computer programs and trains the center's staff to operate the computer system. The Grumman team also provides on-site support, and helps with forms and enters data into the computer.

The Center itself is still under construction. The outside is done, and workmen are finishing the interior. Sometime in December, the Center should be ready for the computer system, which has been in Woodbury (L.I.) since GDS finished it. The Center's staff has been linked to the system via telephone lines from their temporary offices at 2 Penn Plaza in Manhattan. The first show at the Center is set for April 1, 1986. ■

Retirees

On behalf of our fellow workers, *Grumman World* salutes the following Grummanites for their contributions to the company and wishes them well in their retirement. Those who have recently retired are:

Sam Kuzyk (14), John L. Sullivan (25), Shirley P. VanHouten (44), James Esdale (6), Dominick A. Santoli (7), James C. McNulty (14), George S. Immerso (30), Robert S. Mullaney (GII), Steven C. Brenner (15), Frederick J. Kochersberger (20), William K. Garrett (88), George E. Whitaker (6), Irving R. Monthie (25), August Hunka (1), Benjamin Bergenfeld (12), Clifford H. Holmes (3).

It's Life Or Death

The gang is sharing a pizza supreme. Suddenly, one of your buddies clutches his throat. He can't breathe. He's choking. What do you do?

The Medical Department will teach you the proper procedure to help a choking victim. For more information, contact your plant's First Aid station, or the Medical Department in Grumman Headquarters, Ext. (111) 52101.

Stall Warning, De-icer Systems On Tap For Army OV-1 Mohawk

The Army's all-weather surveillance plane, the OV-1 Mohawk, is getting some crucial improvements as the result of two development contracts recently awarded to Grumman.

The larger of the two is a $4.49 million contract to design, build, and test a stall warning system for the Mohawk. It will warn the pilot by both sound and touch.

In flight, when the OV-1's lift transducer tells its computer that a stall is imminent, a tone generator will be activated. A tone will play in the pilot's headset.

At the same time, the computer will send a signal to a shaker device on the rudder pedal. The pilot's leg will literally be shaken. This combination of signals will enable the pilot to take corrective action. The stall warning system will be ready in May 1987.

The second contract, for $3.23 million, is to design, build, and test an improved anti-icing system. This protects key parts – such as the windscreen, propeller blades, propeller spinner, and engine air inlets – from ice development.

According to Tom Doyle, program vice president for the Mohawk, anti-icing is especially important in Europe where there are several companies of Mohawks operating. "The icing conditions there can be severe," he says.

Doyle points out that while the contract calls for a May 1987 completion, Grumman plans wrap it up in January or February. "May misses the winter," he says. "At that time of the year, you probably couldn't find a place even in Alaska to test the plane under natural icing conditions." The tests will be conducted in Duluth, Minnesota.

At the development stage, only prototypes will be built. Production will be covered by subsequent contracts. ■

GTSI Lands $12.5 Million In Maintenance Business

Grumman Technical Services Division will service simulators and trainers for the U.S. Navy under three five-year contracts worth a total of $12.4 million.

The biggest of the three contracts is a $9.7 million award to service F-14 operational trainers at naval air stations (NAS). Four of them are at the NAS Oceana, Virginia; three are at NAS Miramar, California.

Grumman Technical Services will also maintain simulators used to train the crews of amphibious ships at Little Creek, Virginia. This work is worth about $1.2 million.

In addition, Grummanites will keep the SH-2F helicopter simulators whirling along at the naval air stations in Jacksonville, Florida; North Island, California; and Norfolk, Virginia.

"Only recently has the Navy given this maintenance work to contractors," says Requirements manager Al Marhold. "In 1983, the Navy decided to phase out speciality ratings for personnel and assigned those people to tactical areas. The maintenance work was then assigned to contractors."

Winning maintenance contracts is tough. Grumman found out how keen the competition was when it lost the Navy's first maintenance contract for the F-14 trainers.

But luck was on Grumman's side. "The contractor that won that job couldn't perform," says Marhold, "so we won the contract back."

About 70 people in the division's new Aircraft Services unit are involved in this work. At the naval sites, there will be two-shift coverage, though around-the-clock service will be provided at some locations. ■

Mohawk, You Look Marvelous. *For seven years, the Pittsburgh Institute of Aeronautics has been using this Grumman OV-1A Mohawk to train students in avionics classes. Recently, the Institute acquired six Westinghouse J-34 jet engines for its engine maintenance program. Instead of taking on a massive project to construct runup stands, the school decided to mount two engines on its Mohawk. The entire OV-1 structure was modified to accept the jet engines. The engine mounts are installed so that the engine itself can be dropped and another one installed so students can learn how to change a jet engine. Although this Mohawk doesn't fly anymore, it certainly looks lean and mean.*

Grumman Selected For Joint STARS

(Continued from page 1)

This facility will consist of development laboratories as well as administration offices. The combined floor space will total 190,000 square feet. The facility is expected to be completed in 15 months.

The main goal of this full scale development contract is to build and test prototype systems. Two or more prototypes will be installed in C-18s and flight tested at Melbourne. Three C-18s will be modified by Boeing to accommodate the Joint STARS hardware. The flight regimen is slated to begin 15 months from now with air worthiness tests.

Some of the prototype components – operator consoles, cabling, and instrumentation – will be manufactured by Electronics Systems at Great River. Norden Systems is supplying the radar sensor. Its Joint STARS team will continue to be based in Connecticut.

The Melbourne Systems Division will eventually employ between 550 and 600 people. About 200 will be transferred from Long Island, the rest will be new hires.

"The people we're looking for most are systems engineers – already in short supply," said Verderosa. "We expect to obtain about 80 to 100 engineers from within Grumman. We don't want to devastate any other programs. The age of the new hires will run the gamut. I'd like to hire some new grads. On-the-job training usually works out well as long as you have enough experienced people on hand.

"We're looking for team players," he continued. "In a large organization, the little cliques and factions don't get in the way as much. But in a small group, the chemistry is very important. We don't want robots – you have to have some healthy disagreement. But we want to build a team spirit."

Other large groups will include software engineering, integrated logistics support, configuration data management, flight test, and instrumentation specialists.

Grumman is focusing most of its new employee recruitment efforts on the Melbourne area itself. Melbourne is an ideal location for a very high tech program. There will be little manufacturing involved in Joint STARS.

Melbourne's concentration of high tech firms employs one-half of the state's engineers. Kennedy Space Center is nearby, as well as several colleges and universities.

"The employment market seems very good," said Al Gurkewitz, deputy director of Joint STARS. "Recently, we ran an ad in various Florida newspapers. We received a flood of replies.

"There are certain specialists that Grumman won't be able to recruit from within Florida," said Gurkewitz. "We will run ads in trade journals and newspapers of areas where a lot of these specialists live." ■

After A Decade Of Plans And Printouts, Quiet Pride For Fathers Of Invention

You could call it their "billion-dollar baby."

While the Joint STARS development contract is a big win for Grumman, it also means a great deal to the Grumman engineers who have nurtured the technology from the beginning.

Gerry McNiff, the program's senior technical advisor, works in a hard-to-find office in Melville's Plant 9. On the walls and burlap room dividers are a few humorous posters and editorial cartoons, and lots of printouts – spawned, no doubt, by the clamoring device next to McNiff's desk. Slightly more than a decade ago, McNiff came up with the radar concept on which the Radar Guided Weapon System (RGWS), the Pave Mover air-to-ground radar, and now Joint STARS all are based.

Engineers are usually a modest lot, and true to form, Gerry McNiff doesn't brag.

"When you've spent 10 years trying to get a full scale development turned on, there's a desire on everyone's part to see their efforts finally reach fruition," he says.

McNiff, shares his temporary quarters with Frank Milordi, engineering manager. Several cubicles away sits Jim Glover, systems project engineer. These two men have also

'Each milestone was a cherished accomplishment.'

put in years on these high-tech projects characterized by tongue-twisting acronyms and code names.

"It's been a long haul," says Milordi. "We've been on a proposal effort for some of '83, all of '84, up to this point. When you're dealing with a team of doers, you can only speak 'proposal-ese' for so long."

"Everyone's very anxious to get things going," adds Glover. "They can't wait to finally get working toward an end product."

It all began in 1975 with RGWS, an independent research and development program that Grumman worked on with Norden Systems. RGWS was flight tested at Calverton on a Navy-supplied F-14 in 1977. It later became part of the A-6 world, and McNiff, Milordi, and Glover left at this point to concentrate on other Grumman radar projects.

Then came Pave Mover. Grumman and Hughes Aircraft had parallel Air Force contracts for this development and test program, which went from '78 to '83 and included two years of flight tests in New Mexico. There were about 60 Grummanites who heeded the call to "go west." Milordi became field site manager, McNiff principal engineer, and Glover systems project leader.

While RGWS was used against stationary targets, Pave Mover tested its mettle on moving targets. There were three successful test launches. "Pave Mover was a real team effort," notes Al Gurkewitz, program manager of Pave Mover. "It was sort of a skeleton crew. Everyone had a job and was the only one on the team that did it. So each person was indispensible."

Grummanites who go off to remote places on temporary assignment tend to form tight-knit groups. Pave Mover was no exception. "Even before the demonstration stage, there were parties after we successfully flight tested some part of the radar," Gurkewitz says. "Each milestone was a cherished accomplishment."

"You need that for morale," Milordi adds. "When people are working six and seven days a week, all focusing toward the same thing, there's a real high when the team makes an accomplishment."

McNiff recalls that when the tests ended, people expected Pave Mover to go into full scale development. It didn't happen. Instead, a U.S. Army radar program that was dying due to funding constraints was combined with Pave Mover. The program was renamed Joint Surveillance Target Attack Radar System, or Joint STARS.

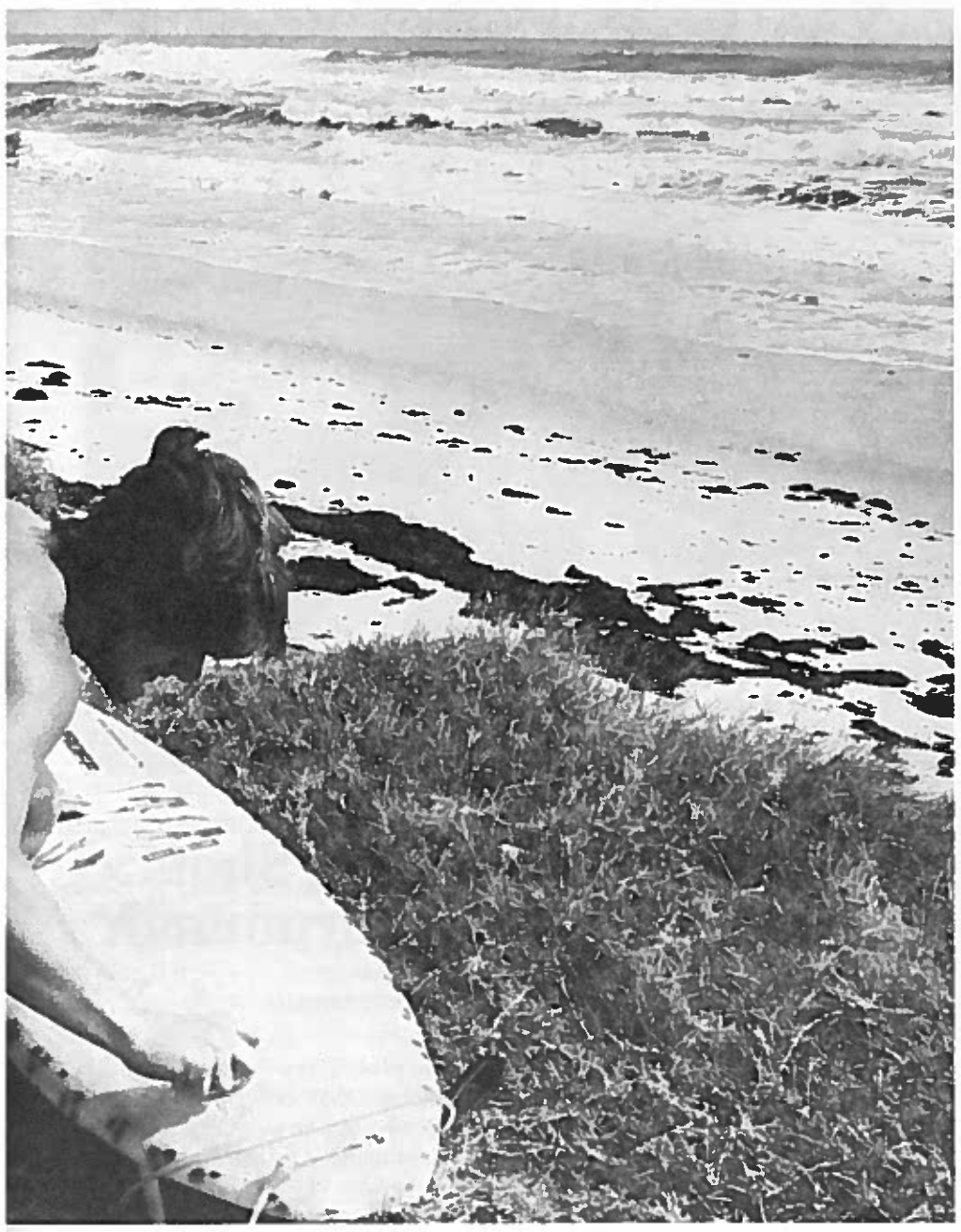
'Everyone's very anxious to get things going.'

"Even then it seemed to hit snags," says McNiff. After Grumman and other companies submitted proposals in May of 1984, the Air Force and the Army rewrote the job requirements. The major change was to a single aircraft platform – the C-18 – as opposed to three. After a rewritten proposal was delivered, Grumman's Joint STARS team was kept busy providing quick responses to numerous customer queries.

"Every few weeks there was another fire drill – questions and negotiations," says McNiff. "We were hearing 'it's going to be awarded next week' since last December."

So it's been an agony-and-ecstasy of sorts for the Grummanites on the Joint STARS team. McNiff is certainly glad about Grumman winning the contract, but he's glad in an engineer's understated sort of way. He notes that production is still years away.

"Joint STARS is a technology avenue we've been heading down for many years. The payoff will really come when it goes into production," says McNiff. "That stage of the game is still years away. But we are getting closer." ■



Melbourne: High Tech Capital Of The Southeast

Called the "High Tech Capital of the Southeast," Melbourne boasts miles of ocean beaches, and scenic waterways lined with palm trees.

Grumman recently produced a slick new video about the city as an in-house recruitment tool. Entitled, "Melbourne, Florida: Where the Living Is Good," the tape is being shown to Grummanites and their families.

In addition to the year-round mild weather, the 170,000 Melbourne-area residents enjoy such amenities as nine golf courses, numerous marinas, and a giant shopping mall. Anyone for tennis? There are 100 tennis courts in the area. Homesick for New York, or want a weekend spree in Atlanta? Melbourne's modern airport is serviced by Eastern, Delta, and People Express.

And it's not just a "fun-in-the-sun" type of place – Melbourne is an excellent academic setting, too. Graduates of the local high schools score higher than the national average on the Scholastic Aptitude Test (SAT). The area boasts more winners of the National Science Fair than any other locality. Nearby are Florida Institute of Technology, Rollins College, and University of Central Florida.

Florida residents enjoy one of the lowest costs of living in the nation, and Melbourne's is below the state norm. There is no personal income tax, and homeowners enjoy a $25,000 homestead tax exemption. That amount is taken off your home's taxed value as long as it's your primary residence.

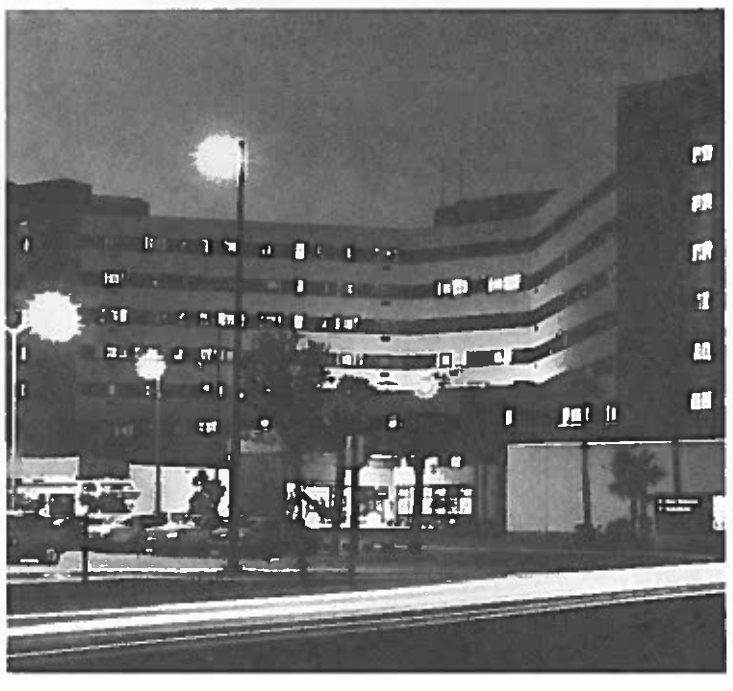
Housing is abundant in Melbourne. It's easy to find a brand-new, three bedroom house on a generous lot for $70,000. Condos start even lower, and most include such bonuses as tennis courts, swimming pools, saunas, exercise gear, and party rooms. All in all, 3,000 homes are for sale in the Melbourne area, and they're within a 20-minute commute to the new Grumman facility.

Many residents are employed by high-tech firms in Melbourne. They work in an "electronics row" that has sprung up near the airport. They'll soon be joined by 600 new and veteran Grummanites.

"Joint STARS is different from our Pave Mover program, in which we moved 60 people out to New Mexico," says Al Gurkewitz, deputy director. "That was a short-term project. Everyone knew they were going to come back to New York.

"This is long term," he continues. "But I'm confident we'll get the people. There are a lot of Grummanites who will welcome the chance to relocate to Florida." ■

Surf's Up In Melbourne. *Located just south of Cocoa Beach and Cape Canaveral, Melbourne, Florida offers miles and miles of ocean beaches and waterways. Brand new homes start in the $70,000 range. A home similar to the one at left goes for about $125,000. The local Holmes Regional Medical Center (R) is in the final stages of a $47 million expansion program to increase its capacity to 528 beds. As for academics, the Florida Institute of Technology, Rollins College and the University of Central Florida are all nearby. (Photos by Bob Settles)*



Grumman Launches Nationwide United Way Campaign Oct. 14

Grumman kicks off its annual United Way campaign next Monday, October 14. "Caring Counts" is the nationwide message this year and United Way-affiliated agencies are counting on Grummanites for their support.

"The concept of the Grumman 'family' extends to communities all over the country – wherever Grummanites are working. And helping support the United Way is a natural extension of that family idea," says Dan Huebner, senior vice president-Corporate Marketing and Development and the 1985 corporate chairman for Grumman's United Way drive.

"Over the past 20 years, the United Way has been especially important to people who need a helping hand – the elderly, handicapped, and the learning disabled," says Huebner. "But we sometimes forget that United Way also is involved in scouting, day care, recreation and other community services.

"On Long Island alone, approximately 900,000 people benefit from United Way programs," says Huebner. "It is estimated that between 5,000 and 8,000 Grummanites receive some help from the various agencies supported by the United Way each year."

Huebner notes that 89.9 percent of the Grumman work force participated in last year's United Way drive. "As always, this year we are aiming for 100 percent participation," he says.

Charlene Russert, vice president-Grumman Data Systems Institute and assistant campaign chairman, points out that the need for United Way services is increasing much faster than available funds can handle.

"With the reduction in government funded services, the load is falling more and more each day to the private sector," says Russert. "That means we must all take a long, hard look at what we have been giving and assess how much more we really could and should be doing for our community."

Grummanites who are already contributing via payroll deduction are being asked to increase their contribution in keeping with the increased need throughout the country. Those who give annual cash donations are asked to sign up for payroll deduction.

On Monday, October 14, all Grummanites will receive a United Way package through the Payroll department. Included will be information on the agencies that the United Way supports. There will also be a card for enrollment in the payroll deduction plan.

"Payroll deduction is especially important to the United Way because it supplies a constant cash flow that enables the agency to make long term plans," says Huebner.

"It is the least painful and yet most effective means of supporting your community's United Way agencies," he adds. "With over 30,000 people pitching in company-wide, a Grumman team effort can make a real impact." ■

Films And Tips

The annual Grumman United Way campaign starts October 14 and ends November 1. A United Way "action center" has been set up on the mezzanine in Plant 5, Bethpage.

Joan Morris and Rosanne Maglione, co-managers of this year's drive, are available to answer questions and help coordinate the company-wide campaign.

The action center telephone number is Ext. (111) 52709 and the mail stop is B37-05. United Way films and literature can be obtained through the action office.

Counting On Your Support. *Grumman's annual United Way campaign starts Monday, October 14. Grumman-loaned executive Raymond Pfisterer (above), Automated Test Equipment program manager, recently toured one of the United Way-affiliated agencies – the Association for the Help of Retarded Children Center in Brentwood, Long Island.*

Smile! NY License Mug Shots Now Being Taken At Grumman

Grumman to act as DMV agent for license renewals

Your New York license expires this month and you're dreading the trip to the local Motor Vehicle office. Taking off a half-day to renew a license is downright annoying.

Don't get uptight. Grumman recently opened the first of four offices on company property that will process New York State Department of Motor Vehicle (DMV) driver's license and vehicle registration renewals every Tuesday. Under a two-year pilot contract, the New York State DMV has authorized Grumman to act as its agent in these processes.

"This special pilot project is the first of its kind in the State," says Ed Siebert, director of Corporate Productivity. Motor Vehicles Commissioner Patricia Adduci says the project is an excellent example of how government and business can work together to benefit citizens.

"Serving more than 20,000 Grumman employees at the work site reduces the amount of work time lost travelling to and from DMV offices," says Siebert.

"It will also reduce the work load in DMV offices, allowing us to provide better service to other residents of Long Island," adds Adduci.

The first Grumman office opened for business on October 1. Over 30 Grummanites used the office on opening day. It is located in the lobby of the new corporate headquarters building in Bethpage. Three other sites – at Great River, Calverton, and Plant 106 in Melville – are expected to open before the end of the year.

The offices will be staffed and operated by Grumman Employee Services and will be open for business every Tuesday – 11:30 a.m to 1:30 p.m.; and 4 to 6 p.m.

At all four offices, Grummanites will be able to renew their driver's licenses and take the required vision tests. They can also get duplicate licenses to replace lost or stolen ones. In addition, vehicle registrations can be renewed at the Grumman offices.

Fees and procedures will be the same as at regular DMV offices. "However, registration renewal by mail is still recommended by the DMV," says Siebert.

Under the DMV contract, Grumman is not permitted to process original licenses, or new registrations. Grummanites will have to go to their local DMV office for those items.

"This is more than just a convenience for our employees. This is good business," says Siebert. "Getting rid of interruptions to a person's normal work day is to Grumman's and our customers' advantage."

Grumman will pay the cost of buying or leasing, operating and maintaining the equipment required to process the transactions. Grumman will also pay for security measures required by the DMV and insurance to protect the fees collected.

"Our initial investment in this project has been extremely modest – less than $80,000 – compared to the amount of money we believe we will save in increased productivity," says Siebert. "We estimate that we will have recovered our initial investment in six months or less." ■

Passing The Baton. *John Georges (L), chairman of International Paper, presents Grumman Chairman Jack Bierwirth with a Steuben glass beaver for his service to the Business Council of New York State. Georges succeeds Bierwirth as chairman of the Council for the '85/'86 term. The presentation was made at the Council's recent dinner, held in Uniondale, L.I. The beaver is a state symbol.*

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Electronics Systems Breaks Into Auto Part Tester Field

Grumman Electronics Systems Division is gradually paving its way into the automatic tester business for the automobile industry.

At the end of September, Grumman delivered four auto part testers to the Daewoo Automotive Components Company in Korea. The sophisticated testers were designed and built at Great River Operations. Final assembly took place at the Corporate Development Center in Bohemia on Long Island.

The eight-foot-long, six-foot-high test benches resemble high-tech kitchen counters packed with computer equipment and pneumatic actuators. Two of the machines are for testing automobile distributors; the other two are coil testers.

In addition to the distributor and coil testers, Grumman is currently working on an alternator tester design for GM's Delco-Remy division. The two alternator testers are scheduled for delivery in late January 1986.

In all, the two jobs represent approximately $1.5 million in new business for Grumman. "The potential for more automotive industry business is what interested Grumman in the first place," says Howard Peck, director of Special Programs for Great River Operations. "This was a relatively small scale project – only five machines contracted for right now. But we're hoping the exposure will make the auto industry aware of Grumman and consider us for future business opportunities."

Despite their Far East destination, the testers were actually built by Grumman under a contract with Delco-Remy.

"The lineage of this job is a little confusing," says Peck. "We built the tester for Delco-Remy who will turn them over to Daewoo as part of a joint venture between the Korean conglomerate and General Motors."

At the end of their production line, Daewoo technicians will place the distributors or coils on the tester's pneumatic-driven mechanical mount. The parts are then run at full power to simulate actual performance conditions in an automobile.

The testers use Hewlett Packard 1000 Model A computers to calibrate and monitor the tests. All the software involved was designed and written by Grumman engineers in Great River.

"One of the reasons Grumman got the job in the first place was because we have considerable experience working with the HP1000 computer," says Peck. "We use the computer in our automated test equipment for the Navy and other customers." ■

Auto Assurance. *Electronics technician Matt Lacy checks out a Korean-made automobile distributor on the Grumman computerized automated tester. Electronics Systems Division recently delivered two coil and two distributor testers to Daewoo Automotive Components Company in Korea.*

Let Us Know

We don't want to do all the talking.

We'd like to know what you think about the things you see in these pages, and what you see going on in the company. Serious comments, questions and complaints are welcomed, and will be answered by the people most qualified to respond. We'll get back to you promptly with their replies. If the topic is of general interest, we'll print it.

Letters to the editor should be addressed to *Grumman World*, 1111 Stewart Avenue, A22-GHQ, Bethpage, N.Y. 11714, and should include your name and address. Letters may be edited for clarity or space.

What A Mess! *Facilities Maintenance crews were kept pretty busy in the aftermath of Hurricane Gloria, which swept across Long Island on September 27. While no catastrophic damage occurred at Grumman, a number of trees were downed by the powerful storm. This was the scene at the gate to Plant 1 in Bethpage.*

Gloria Lands A Few Blows But Lacks Knockout Punch

Hurricane Gloria will go down in history as the storm that didn't quite live up to its reputation.

Unlike the killer 'canes of years past, Long Islanders were well-warned about Gloria's impending visit. Beginning the night before, newscasts warned that this could be the worst storm of the century. Most LIers stocked up early on candles and flashlight batteries, covered their windows with masking tape, and heeded the advice to evacuate low-lying areas.

When Gloria finally blew in around noon on Friday, September 27, she packed winds of up to 100 m.p.h. But she passed quickly. Long Island Lighting Company was the hardest hit: as thousands of trees were toppled, so too were power lines. In all, over one million Long Island residents were left without electricity.

Grumman's Long Island facilities suffered damage, "but nothing catastrophic," according to George Turney, general manager-Facilities Maintenance. The new Data Systems facility in Holtsville lost part of its roof, flooding part of the interior. The Commercial Development Center in Bohemia and Plant 9 in Melville also sustained roof damage. One Calverton building lost some metal siding to the wind, and Great River lost windows.

In Bethpage, a Plant 14 radar tower, a section of fence at the entrance to Plant 1, and the big Christmas tree outside Plant 5 all went down. A tractor-trailer parked behind Plant 2 was overturned.

When business resumed the following Monday, LILCO still hadn't restored power to Great River and Calverton's Plant 8. Of all Grumman's Long Island sites, only Bethpage weathered the storm without losing electricity at some point.

Outdoors, quick work by Grumman's Facilities crew saved a number of trees that fell over, but still had their roots intact. ■

Obituaries

Donald L. Roade Jr. of Machine/Tool Shop, Plant 77, died September 3 at the age of 57. He had been with the company since 1967 and resided at 1753 S.W. Boatswains Pl., Palm City, Florida.

Raymond Thomas of Configuration Data Management, Technical Services Division, Plant 283, died September 9 at the age of 51. He had been with the company since 1983 and resided at 805 7th Pl., Merritt Island, Florida.

Retiree Obituaries

Viola Maisch of 2834 Red Bay Court, New Smyrna Beach, Florida, died August 27, 1985. She retired in 1965.

Albert F. Peters of 108 Alexander Ave., Lake Grove, N.Y., died September 2, 1985. He retired in 1961.

Fred Scheuerman of 24 Brendan Ave, Massapequa Park, N.Y., died September 5, 1985. He retired in 1978.

Earl G. Jones of 2503 Yorktown Rd., Bloomington, Illinois, died September 5, 1985. He retired in 1977.

Charles G. Eisenhardt of 37-19 59th St., Woodside, N.Y., died September 8, 1985. He retired in 1974.

Josef J. Hubert of 11 Rivera Ct., Great River, N.Y., died September 8, 1985. He retired in 1973.

Salvatore Tine of 1026 Rosegold St., Franklin Square, N.Y., died September 9, 1985. He retired in 1971.

Edwin O. Bergdahl of 1261 Riverside Dr., Reno, Nevada, died Sept. 15, 1985. He retired in 1961.

GrummanWorld
October 11, 1985

E-C2: Latest Addition To Egypt's Modern Air Force

To the strains of the United States' and Egyptian national anthems, the first of five Egyptian E-2C Hawkeyes was presented to the Egyptian Air Force on October 3 in Bethpage.

At the acceptance ceremony in Plant 4, Gen. Alaa Barakat, air vice marshall and chief of operations-Egyptian Air Force, called the E-2C a significant addition to the Egyptian Air Force. He also noted that the first Egyptian Hawkeye was the product of hard work and cooperation between the Egyptians, the Navy, and Grumman.

"This ceremony concludes the first phase of the program – which I consider the easiest," he said. "All of us should prepare ourselves for the other, more important phases. We must make every effort to keep the Egyptian Air Force's fleet of E-2C's in a high state of readiness.

"Rolling out this E-2C is a continuation of the long term growth of the American/Egyptian friendship. We, the Egyptian people, look forward to continuing this friendship with the American people, hoping that it will bring true stability, peace, and prosperity to our region," he concluded.

The E-2C is evidence of the mutual friendship and defense bonds that now exist between the U.S. and Egypt, said Commodore R.C. Gentz, deputy commander of Programs for the Naval Air Systems Command.

"Egypt is a longtime friend of the U.S. and a symbol of democracy in the troubled Arab world," he said. "Egypt, located at the crossroads of three continents, is the key to Mideast stability. Recognizing the strategic importance of this position, not only for their own security but for world security, the Egyptian government embarked on a modernization of its defense weaponry. And the Hawkeye has become the latest addition to that."

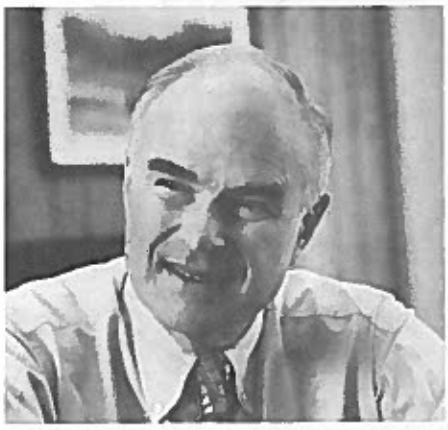
Gentz commented that the Hawkeye's history is remarkable, since its systems have been continually upgraded while little has changed in its external appearance or in the signals it produces. "It has many more capabilities today, and the one that you see outside is more capable than any of the aircraft in the fleet," he said.

Grumman Chairman Jack Bierwirth noted that about 3000 years ago, after a fierce battle between Egypt and the Hittites, Gaza was confirmed as an Egyptian early warning outpost. There were similar outposts to the west and to the south.

"The Egyptians long ago learned the value of early warning," Bierwirth said. "But in today's world, we can't do it with outposts. We do it with a platform in the sky. Today, we're here to celebrate the first airborne early warning outpost for Egypt, in its modern electronic guise. Quite frankly, the security of the Middle East depends more on cooperation between the United States and Egypt than on

(Continued on page 2)

A Letter From The Chairman



One of the things that sets our company apart is its unique relationship with its retirees.

I was reminded of this fact on October 1, when I was at the National Air and Space Museum in Washington, D.C., for the dedication of the Leroy Grumman exhibit. The exhibit highlights Leroy Grumman's life and career, and his contributions to the history of aviation.

The centerpiece of the exhibit is an F6F-3 Hellcat, restored by a group of our retirees. Every square inch, every tiny detail on this plane shows their skill and dedication and pride. In a way, the exhibit honors all 167,000 people who have ever worn a Grumman badge – but especially our retirees. Our retirees formed this company. They built its reputation with the same kind of dedication lavished on that Hellcat, and we wouldn't be here today if it hadn't been for them.

For that reason, it meant a lot to me to be at the dedication with Joe Gavin, because October 1 was also Joe's first day as a Grumman retiree. Joe spent 39 years at Grumman, nine of them as its president and most recently as chairman of the executive committee. His wisdom, keen insight, and uncanny ability to cut to the heart of an engineering problem would have done Leroy Grumman proud – and we're lucky that those skills will still be available to us as Joe becomes a senior management consultant. But in joining the ranks of our retirees, Joe is a member of a very special group.

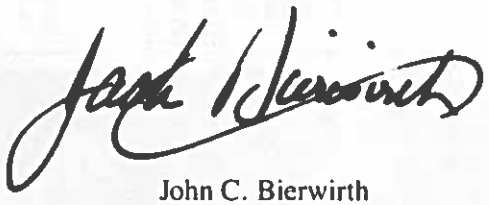
Over the years, our retirees have stood by us through times of crisis, always outspoken in their praise and their criticism. They've even come back to work when we needed them.

The group that restored the Hellcat for the National Air and Space Museum has prepared many Grumman flying machines for display at other museums as well. The U.S.S. Intrepid Air, Sea and Space Museum, in particular, is a showcase for their work.

Another group of retiree volunteers builds scale models of Grumman planes that are used as gifts and promotional items. The Defense Department regulations demand that such items cannot cost more than $25 – and the retirees' work keeps us within those limits. They've been turning out about 900 models a year for us since 1978.

We have more than 9,000 retirees all over the country. They enhance our image in the public eye; they are our best ambassadors.

We owe our retirees a tremendous debt. We must maintain the high standards they set, and protect the sterling reputation they earned for Grumman so many years ago.



John C. Bierwirth
Chairman

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